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ABSTRACT

A national sample of female counselors (N=377) was surveyed regarding their psychological health and distress, work pressure and support, personal history (including erotic sexual contact with clients), personal traits, burnout and stress, personal work satisfaction, and professional concerns. Results revealed a wide variety of endorsed concerns. Dysfunctional families, power, self-esteem, developmental issues, aging, and burnout/stress were the top five reported. Incidence of erotic sexual contact with clients, students, or supervisees was minimal. Results of comparative erotic sexual contact data on a sample of male counselors showed significantly higher levels of such contact for males. Four canonical variates for two sets of data revealed gender role, age, work support, and years employed to be associated with professional concerns, stress, burnout, and personal and professional satisfaction. The overall results suggest that useful data on psychological, behavioral and professional demographic variables can be obtained by survey methodology and can be of use to the counseling profession. Further, results of the study provide a solid empirical base for the development of a program of continuing education for female counselors. (Author/LLL)

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# A NATIONAL SURVEY OF FEMALE COUNSELORS: PSYCHOLOGICAL AND BEHAVORIAL CORRELATES

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A paper presented as a part of a panel on a National Survey of Female Counselors in AACD: Psychological and Behavorial Correlates presented at the 1991 Annual Convention of the American Association for Counseling and Development, Reno, Nevada - April 21-24, 1991.

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## Abstract

A national sample of female counselors was surveyed regarding their psychological health and distress, work presssure and support, personal history (including erotic sexual contact with clients), personal traits, burnout and stress, personal work satisfaction and professional concerns. Results, based on 377 (38%) usable returns, revealed a wide variety of endorsed concerns (39), 27 of 39 were endorsed by at least 20%. Dysfunctional families, power, self-esteem, developmental issues, aging and burnout/stress were the top 5 reported. Incidence of erotic sexual contact with clients, students or supervisees was minimal, during (1%) after (4%). Results of comparative erotic sexual contact data on a sample of male counselors showed significantly higher levels of such contact for males. Four canonical variates for two sets of data, revealed gender role, age, work support, and years employed to be associated with professional concerns, stress, burnout and personal and professional satisfaction. Implications of results for socialization patterns and gender risks to sexual exploitation and continuing education for counselors were discussed.

This paper reports the results of a study designed to examine characteristics of female members of the American Association of Counseling and Development (AACD). The AACD committee on Women sponsored and authorized this project. Preliminary results were reported by Thoreson, Morrow, Frazier, and Kerstner (1990) at the Annual Meeting of the American Association of Counseling and Development. Objectives of this study were to assess for Female AACD Members:

1) Selected professional-demographic and personal history characteristics.
2) The professional needs of female AACD members.
3) The relationship of their professional, demographic and personal history characteristics to those obtained from a comparable sample of male members of AACD (Thoreson, Shaughnessy, Cook & Moore, 1989).
4) The relationships among emotional distress and work environment pressures and the following: Support, personal traits, burnout, personal and life satisfaction, and major professional-demographic variables.

## Method

### Subjects

A random sample of 1000 female members of AACD was selected and two sets of mailing labels were provided by AACD Executive Office. Surveys were then mailed to these women. Of the 1000, 377 or (38%) were returned and analyzed. Data was received from AACD Membership office on characteristics of the overall membership of AACD females. Respondents in this study were found to be similar to female members in general on major demographics characteristics of age, degree status, marital status, ethnicity, degree specialization and work setting.

### Instruments

Emotional distress was measured by seven items. A five point likert scale was used to indicate how frequently respondent experienced the negative emotions. The internal consistency of the distress scale was .69.

The items which make up the Erotic Sexual Contact section replicated items found in the Male Counselor Development Questionnaire (MCDQ) (Thoreson, Cook, Shaughnessy & Moore, 1989). The respondents were asked to indicate their attitudes concerning sexual contact between professionals and the recipients of their services and the frequency with which they have experienced such contact.

The Needs Section of the FCS, based upon items from the MCDQ, was supplemented by items for this study. The section consists of 38 workshop or presentation topics and the respondents were asked to mark those topics which were of personal or professional concern. The Concerns Sub-Set consisting of 5 sub-scales, (career, emotional, social, relationship, and family) was taken from Edgar (1991). Edgar used a Card Sort Procedure with 5 graduate students in counseling psychology who were asked to independently group these topics into separate categories. The categories selected ranged from two to eight. These were the 5 consensually agreed upon categories.

Work Related Burnout: This was measured by the Maslach Burnout Inventory (MBI) (Maslach & Jackson, 1986). Respondents were asked to rate both how frequently and how strongly they experience each of the items on a seven-point and an eight-point likert scale, respectively.

The MBI consists of 22 statements of job-related feelings that concern emotional exhaustion (EE), depersonalization (DP) and lack of sense of personal accomplishment (PA). The emotional exhaustion subscale, consisting of 9 items, is used to assess feelings of emotional overextension and inability to meet the interpersonal demands of one's work. The depersonalization subscale, consisting of 5 items, is used to measure an unfeeling, impersonal or negative response toward the recipients of one's services. The personal accomplishment subscale, consisting of 8 items, is used to assess feelings of incompetence and lack of achievement.

The reliability of the MBI, as reported by Maslach and Jackson (1986), is as follows: Test-retest reliability, measured at 2- to 4- week intervals, was .82 for EE, .60 for DP, and .80 for PA. Internal consistency, as measured with Cronbach's coefficient alpha, was .90 for EE, .79 for DP, and .71 for PA. Internal consistency for the burnout frequency and burnout strength was .80 and .83 respectively. Convergent and discriminant validity of the MBI has been demonstrated in numerous studies (e.g., , Lemkau, Purdy & Rudisill, 1986, Maslach and Jackson, 1986).

Personal Traits: The Personal Attributes Questionnaire (PAQ) was developed by Spence, Helmreich, and Stapp (1975) to determine sex-role orientation through a median-split model. The median-split model (Spence et al., 1975) determines whether the subject is high or low in masculinity or femininity by scores above or below the median for the reference group. The subject is sex-typed masculine or feminine by scoring high on one scale and low on the other. The subject is classified as androgynous by scoring high on both the masculinity and femininity scales. The subject is classified as undifferentiated by scoring low or high on both scales. The masculine scale (PAQM) and feminine scale (PAQF) had reliabilities of .71 and .74 respectively (Thoreson, Morrow, Frazier & Kerstner, 1990).

Work Environment Pressure and Support: These characteristics were measured by three sub-scales (Work pressure, Peer Cohesion and Supervisors Support) of the Work Environment Scale (Moos, 1986). These three sub-scales consist of 10 items each and were developed to assess the following three characteristics of the work environment: The pressure found on the job (e.g., "there is constant pressure to keep working"), the amount of support and closeness to peers (e.g., "people take a personal interest in each other"), and the amount of support felt from the supervisor (e.g., "employees generally feel free to ask for a raise"). The published reliabilities for these scales are .80, .69, and .77 respectively.

Life Satisfaction: This was assessed by a five item scale. The Satisfaction with Life Scale (Diener, Emmons, Larsen, & Griffen, 1985) was modified by having respondents indicate their level of satisfaction with both their personal life and with their professional life. A seven-point Likert scale was used. Internal consistency for personal satisfaction and professional satisfaction was .90 and .86 respectively.

Procedures

Preliminary copies of the FCS were mailed to members of the AACD Committee on Women, the president of AACD, and several individuals associated with a major midwestern university for review and comment. Revisions in the questionnaire were made accordingly. Two sets of mailing labels of a random sample of 1000 female members were obtained from the AACD Executive Office. The FCS, including unnecessary cover letter, and was mailed. The subjects were instructed to return the completed questionnaire in the attached, self-addressed, stamped envelopes.

The cover letter explained the purpose of the survey and delineated measures taken to ensure the confidentiality of the subjects' responses. The subjects were informed that their responses would be anonymous. They were also reminded to not write their names anywhere on the survey and to remove the cover sheet containing the original mailing label. Secondly, items which may inadvertently identify respondents (e.g., specific place of employment) were excluded from the survey. In addition, subjects were reminded that their response to any individual item was entirely voluntary.

Given that a primary purpose of this study was to examine relationships between two sets of psychological and behavorial variables, a canonical correlation analysis was employed. The first set included Personal Satisfaction, Professional Satisfaction, PAQ - Male, PAQ - Female, Distress, Age, Years Employed, and the three Moos sub-scales (Work Pressure, Peer Cohesion and Supervisor Support). The second set included the five Concerns sub-scales (Career, Emotional, Social, Relationship, and Family), and the

three Maslach sub-scales (Emotional Exhaustion, Depersonalization, and Personal Accomplishment).

For this analysis the set of Satisfaction scales, the PAQ scales, Distress, the three Moos sub-scales and selected demographic variables were designated as the predictor set, with the remaining set of eight variables (five Needs scales and three Maslach Burnout Inventory scales) were designated as the criterion variables.

Results - Demographic Characteristics

The average age of the respondents was 44 years with a range from 25 to 71 years of age. 65% of the sample were married; 16% were single; 16% were divorced; and 2% widowed. The vast majority of the sample were Caucasian (95%). All other ethnic backgrounds accounted for only 5%. The distribution of highest degree attained was as follows: 80% Masters, 17% Doctorate, 1% Bachelors. The most frequently reported degree specialization area was Counseling (61%), followed by School Counseling (16%), while Educational and Rehabilitation Counseling (tied at 7%). All other areas of specialization comprised 5% or less of the sample.

Respondents were asked to identify the type of setting in which they were currently employed. The most frequently reported type of setting was Elementary/ Secondary (29%), followed by Private Practice (25%), and College/Universities (18%). Seven percent of the sample were employed in Community Mental Health Centers and 3.7% in Junior Colleges. The average years employed as a counselor/teacher was 11.4. The average annual income for the sample was $32,235. The majority of the sample (84%) worked full-time with 16% working part-time.

Personal History: A series of questions on personal history were asked, including the number of times in therapy as a client (1.8) and number of therapy sessions in the past 5 years for individual therapy x=27.1 and group therapy, x=6. We asked whether or not the AACD member had an alcohol or drug problem. Approximate 5% of the sample indicated they had problems with drinking or taking drugs. Four percent said they were

continuing to use control fashion. Three percent indicated they no longer used drugs. Two percent were involved in a support program for alcohol and drug problems. For the remaining 86%, continued use did not constitute a problem.

Psychological Distress: Members were asked to indicate the extent to which they experienced depression, boredom, intimate relationship difficulties, stagnated at work, or resentment/jealousy in the past month. The distribution of scores is on 5 point scale (ranging from never to very often). It may be noted that only a small proportion of the sample indicated that they often experienced any of these. Work stagnation was sited the most frequently as having been experienced "often" (7.7%). The category of "very often" was checked by less than 2% of the sample across all seven categories. If we include categories 4 and 5- often and very often, the percents increase somewhat with two of the seven variables "work stagnation" and "relationship difficulties" increasing to 10% and 12%.

We also asked in the last month how often they engaged in physical exercise, diet and or nutrition monitoring and smoking of cigarettes (and had a recurrent physical illness). 28% of the sample indicated they engaged in physical exercise "very often", 25% often, for a total of 53%. A solid majority of this sample do not smoke cigarettes: 83% of the subjects checked the "never" category, with only 12% checking the categories "some" to "very often". AACD members reported only minor current physical illness (5% often to very often). Diet and/or nutritional monitoring was, on the other hand, very common and checked "very often" by 21% of the sample and "often" by 30% of the sample, for a total 51% of the sample. Overall, the sample appears to be psychologically healthy.

Male and Female Characteristics: A Comparative Analysis

In comparing the women's and the men's samples on a number of demographic variables, a series of differences emerged. (Note: In order to guard against the reporting of spurious differences resulting from chance, an alpha level of $p < .001$ was adopted).

Several differences were found on the various emotional distress measures, including the following: The women reported more "pity" (mean women = 2.02, s.d. = .77; mean men = 1.85, s.d. = .75) and "resentment" (mean men = 2.03, s.d. = .86; mean men = 1.86, s.d. = .79) ($t$ (df=742) = 3.4, $p < .001$, and $t$ (df=742) = 3.4, $p < .001$, respectively); conversely, the men reported more "stagnation" (mean women = 2.1, s.d. = 1.07; mean men = 2.32, s.d. = .96) than the women ($t$ (df=742 = 3.14, $p < .001$). In addition, the men reported a greater frequency of exercise (mean women = 3.57, s.d. = 1.16; mean men = 3.93, s.d. = 1.0) ($t$ (df=742) = 5.14, $p < .001$), while the women reported a greater frequency of dieting (mean women = 3.32, s.d. = 1.32; mean men = 2.99, s.d. = 1.29) ($t$ (df=742) = 4.10, $p < .001$). (Those variables that were not significantly different between the two groups included age, "loneliness", "depression", "relationship concerns", overall emotional distress, smoking, and recurrent illness). A number of continuous demographic variables were compared for men and women (The reader is cautioned that, although these differences were statistically significant at less than the .001 level, the actual differences in means between male and females members on these items is small and without obvious practical significance).

A number of discrete, demographic variables for men and women were compared using the chi-square statistic. Those variables that were found to be significant included: being married (65% for women vs. 75% for men, chi-square (df=1)=8.74, $p < .01$) and holding a Ph.D. (17% for women vs. 36% for men, chi-square (df=1)=40.72, $p < .001$). In addition, several differences in work setting were found, including college/university (20.7% for women vs. 33.2% for men, private practice (14.6% for women vs. 23.2% for men) and elementary/secondary education (28% for wmen vs. 14.7% for men, and rehabilitation.

Erotic Sexual Contact: We compared the responses of AACD women to AACD men on the question of reported frequency of erotic sexual contact (described as sexual intercourse or direct genital stimulation), either during the professional relationship or

after the professional relationship was terminated and as a client or therapist, student or teacher/advisor, supervisee or supervisor. Table 1 below shows the percentages for each of the various categories. It may be noted that virtually none of the women reported that they had engaged in sexual contact with their clients, supervisees or students during a professional relationship. The same was essentially true of their reported contact with clients, supervisees or students after the professional relationship had been terminated.

The majority of erotic sexual contact for AACD women was in their role as client, supervisee, advisee or student. Less than one percent of the women checked sexual contact in their role as counselor or teacher or supervisor with their clients, supervisees or students during a professional relationship. And only 4% checked sexual contact after a professional relationship has been terminated. Overall, only 5% of the AACD women checked sexual contact with clients while in the professional role. Erotic sexual contact with a professional (predominantly a male professional) in their roles as clients, supervisees or students and during the time of these professional activities was reported by 6% of the sample. After therapy, 10 percent of the female sample reported erotic sexual activity with their teachers, supervisees or therapists, for a total of 16%.

The data for males as reported in Table 1 presents a different picture. Five percent of the males reported sexual contact with clients, supervisors or students during the course of professional relationships and 19% report sexual contact with clients, supervisors and students after the relationship had terminated. On the other hand, and differing significantly from the reported data on AACD women, in their role as student, supervisee or client, males report virtually no sexual contact with teacher, therapist or supervisor during (1.4%) or after(2.8%) the therapy or supervisor or the class had ended.

Table 2 reports differences by aggressor, victim categories for male and female counselors. The differences show a clear gender relationship. Women are significantly more likely to be "victims", whereas men are significantly more likely to be "aggressors".

The results further show overall higher reported sexual contact across all categories by male AACD members.

Attitudes Toward Sexual Contact

We also asked whether engaging in sexual contact with a client, supervisee or student both during and after the professional relationship constitute sexual misconduct. A majority of both AACD women and AACD men agreed with this statement across all categories. We also ask whether engaging in sexual contact with a former client, supervisee or student constitutes professional misconduct and whether such contact is harmful. Here, the responses were more varied for both males and females. For the categories of client, somewhat less than half of the sample considered this to be both misconduct and harmful with the remainder of the sample checking categories of "no" or "not sure". The average disapproval ratings for the two items dealing with sexual contact during a client relationship and the average for the two questions of sexual contact and harm after the relationship has ended are significantly different both within and across gender. The data suggest that women have slightly more conservative and men slightly more liberal norms towards sexual contact after a therapy, teaching or supervisory relationship has ended.

Needs Assessment: A Comparative Analysis of Males and Female Needs.

Needs Assessment and the comparative analyses of the needs of AACD men and AACD women are covered by Edgar (1991). It may be noted from her data that the most frequently requested issues for women were: (1) Dysfunctional Families (55%), Power Issues (48%), Self-esteem (45%), Developmental/Aging Issues (45%), Burnout and Stress (42%), and Anger (41%). All of the 39 items were endorsed by at least 10% of the sample. 79% (27 of 39 items) were endorsed by at least 20% of the respondents).

Edgar notes that there were a number of similarities and a number of differences in the concerns listed by male and female respondents. The mean number of concerns were very similar (10.4 and 9.4 respectively for female and male respondents). Burnout/

Stress and Developmental Issues/Aging were ranked in the four most frequently endorsed items by both samples.

Edgar notes there are major differences in the methodology of the two surveys. In the female survey, women were asked for workshop topics. In the male survey, men were asked to list needs for both professional growth and clients. There were differences in topics selected in the two surveys. But, whether differences are a function of format or a function of gender we cannot determine. However, it maybe noted that the overall rankings of topics from highest to lowest endorsement show considerable similarities within and across gender and these differences fit current gender socialization patterns and issues. Differences favoring women included: Issues of power, grieving and self-esteem. Those favoring men included: Substance abuse, AIDS, retirement, loneliness, expression of feelings and retirement.

Canonical Correlation Analyses

The correlation between the variables discussed in the canonical correlation analyses are presented in Table 3. (It should be noted that though overall mean scores on the three Maslach sub-scales showed only minimal evidence of burn-out, the sub-scales revealed several significant patterns of relationships to variables in the canonical analysis).

Insert Table 3 about here

The results of the canonical correlation analysis are reported in Tables 4 through 7. The overall multivariate test (Wilk's lambda approximate $F=4.06$, $df=80,1410.25$) was statistically significant ($p < .001$), indicating a significant relationship between the variables included in the analysis. Four canonical variates were found to underlie the two sets of variables. The first variate (canonical correlation coefficient = .712) accounted for 50.6% of the variance among the dependent variables and the independent variables. The second variate (canonical correlation coefficient =.437) accounted for 19.1% of the variance among the two sets variables. The third variate (canonical

correlation coefficient =.394) accounted for 15.5% of the variance. Finally, the fourth variate (canonical correlation coefficient =.328) accounted for 10.7% of the variance among the criterion variables and the predictor variables.

Insert Tables 4-7 about here

Professional Satisfaction, PAQ - Male, Distress and Age loaded highly and PAQ-Female loaded slightly on the first variate. Their structure coefficients (sometimes referred to as "loadings") were .67, .62, -.68 and .44 respectively. This variate can be seen as reflecting the relationship between individuals who scored similarly on Professional Satisfaction, PAQ - Male and Female and Age, while in the opposite direction on Distress, and the set of criterion variables. The dependent variables that were associated with this variate were Emotional Exhaustion (structure coefficient = -.83), Depersonalization (structure coefficient = -.65) and Personal Accomplishment (structure coefficient = .54). This variate indicates that older respondents who reported a high level of both professional satisfaction and both high masculinity, and to a lesser to extent femininity scores, with lower distress scores tended to report a high level of personal accomplishment, while at the same time reporting low levels of emotional exhaustion and depersonalization.

Age, Years Employed and PAQ - Female were the independent variables that loaded highly on the second variate (structure coefficients = .52, .45 and -.56 respectively, with the associated dependent variables being Relationship Concerns (-.65), Emotional Concerns (-.63), Family Concerns (-.53), Social Concerns (-.45) and Personal Accomplishment (-.40). Thus, older and more experienced respondents who scored low on femininity tended to endorse fewer relationship, emotional, family and social concerns in addition to a lower sense of personal accomplishment.

The third variate, which accounted for only a small proportion of the variance between the two sets of variables (15.5%), reflected a relationship between the independent variable assessing Supervisor Support (structure coefficient = .-63) and the

dependent variables Social Concerns (-.56), Career Concerns (.45), and Depersonalization (.45). This variate can be interpreted as reflecting the tendency of those respondents who feel unsupported by their supervisors to endorse fewer social concerns, more career concerns and to experience a greater sense of depersonalization.

The fourth variate, which also accounted for only a small proportion of the variance between the two sets of variables (10.7%), reflected a relationship between the independent variable assessing feminine gender role identify (PAQ - Female, structure coefficient = -.46) and the dependent variables Social Concerns (.42) and Depersonalization (.45). This final variate can be interpreted as reflecting the tendency of those respondents who identify less with the traditional feminine gender role to endorse more social concerns and a greater sense of depersonalization.

## Discussion and Conclusions

Professional Demographic and Personal History of Male and Female Characteristics:

Overall more similarities than differences were noted in professional demographic characteristics. There were, for example, some minor differences in exercise and diet patterns with males exercising slightly more, and women dieting slightly more. However, as the means for these variables were very similar, these differences had little practical significance.

No differences in overall psychological distress were noted across gender. However, there were several differences in demographics. One difference was degree status with a higher frequency of males reporting holding the doctorate and a higher percent of women reporting holding the master's degree. There were also gender differences in work settings. College/university and private practice were somewhat more common for males; whereas elementary and secondary education positions were more common for women.

Professional Needs: There was substantial similarity and a comparable high level of endorsement of needs for professional development by both male and female AACD

members. Some gender differences were noted. Whether these were related to differences in methodology used in the two samples or true gender differences cannot be ascertained. But, the differences in topics of interest seemed to make intuitive sense as issues having differential importance to males and females in our society.

Erotic Sexual Contact

Differences by gender were found in reported erotic sexual contact, both in overall frequency and type of contact though overall frequency of such contact for both males and females is small, the trends are remarkably clear. The majority of such contact occurs between male professionals and female students, clients or supervisees in an inherently asymetrical power relationship. The results suggest that females as clients, students or supervisees are at some risk for being victimized in their professional relationships with male counselors, supervisors and teachers.

The results seem to support the position that males in our society confuse intimacy and sexuality. Overall, the results of erotic sexual contact are interpretable as a function of gender, time and referential differences. First, Gender: Gender carries with it a clear risk. For males, the risk is to become an aggressor. Males who are socialized to be a powerful and aggressive, are vulnerable to using this power. During the conduct of therapy, teaching or supervision, males are 6.5 times more likely to engage in erotic sexual contact than are female AACD members. AACD females, on the other hand, during the course of counseling, supervisory or teaching relationships with male professionals, are 4 times more likely to be victims than are males.

Second, the Time dimension: When we look at two different points in time, during and after, we find differences as a function of gender. Men are more likely, in a ratio progress. However, after the professional relationship ends the likelihood of becoming victim levels-out, with both males and females showing more similar risks for becoming victims. However, it should be emphasized that overall frequency of sexual contact is gender related, with much higher overall reported contact for males.

The results show a clear consensus that erotic sexual contact during professional relationships constitutes ethical misconduct. The data reveal considerable disagreement that such contact constitutes ethical misconduct after the therapist, supervisor or teaching relationship has ended. These more liberal attitudes toward such contact, though roughly equivalent across gender, significantly favor males. There is considerable consensus that sexual contact constitutes both misconduct and harm during the relationship for client, supervisee and student, but less after. Thus, it maybe inferred that the highest risk for the male professional (as the aggressor) in the supervisor counseling or teaching role as victim while the highest risk for females (as the victim) is in the client supervisee or student role. The data support the conclusion that AACD women in all three "low power" categories of client, student or supervisor are at a risk of exploitation. This exploitation is primarily cross gender related with male professionals as the potential aggressors.

Brown (1988), writing on the harmful effects of post-termination sexual and romantic relationship between therapist and their former clients, acknowledges that there is little concensus on whether or not such relationships after therapy are unethical. She notes that the Committee on Professional Practice of the American Psychological Association 1987 took the stand that it is "unethical to have a sexual relationship with a current or former patient under any condition, time or place" (COPP Memorandum 1987). She concludes that however complex this issue may be, it is likely that some aspects of post-termination relationships between therapists and clients "carries potential for great harm to all parties involved" (1988, p. 255). Brown also comments in her article on the ethical issues in sexual and romantic involvement between female therapists and their former clients, confirming that though such sexual exploitation occurs only infrequently, it does occur and is especially likely to be harmful.

Laidlaw, Malmo and Associates (1990) describe some of the messages that women (and men) receive as part of gender socialization in our society. They note that

most women receive the message that to become successfully feminine they should be polite, not talk back, not cause trouble and don't fight. Men on the other hand, are socialized to become unemotional, independent, unconnected to their own feelings and, therefore, to the feelings of others. The authors contend that sexuality is closely linked to male power and female powerlessness. Such social learning predisposes females to be passive, to defer to men and be vulnerable to sexual exploitation and violence.

Brooks (1990) presents the case that therapeutic intimacy and sexuality are interrelated in complex, and sometimes unfortunate ways. He suggests that one of the characteristics of male socialization is this connection with "male entitlement" (i.e., the traditional male expectation of unconditional warmth and sustenance for women as a male entitlement). Given the fact that men are socialized to inhibit expression of feelings, to hold dominion over women, and toward sexual conquest, sexual exploitation by male counselors and therapists socialized in this manner would seem to not be an unexpected occurrence.

Canonical Correlation Analyses

First Canonical Variate: The first canonical variate shows interrelationships between overall satisfaction (both personal and professional), age, and sex role identification as measured by the sex-type traits and attitudes. This variate provides support for the relationship noted in prior research of masculine traits being related to healthy adjustment and provide marginal support for the androgyny concept of Bem (1974). Bem proposed that instead of viewing sex roles as bi-polar traits of masculinity and femininity that masculinity-femininity are two orthogonal, unipolar dimensions. Psychological adjustment is associated with androgyny or high scores on both sets of traits. The results showing masculinity as a solid factor and femininity as a positive but minor factor, provide some support for this hypothesis.

Canonical Variate Two: This variate again shows the relationship between sex role identification and personal or professional concerns. In this instance, the

configuration includes age, years of work experience and lower scores on the feminine dimension of the PAQ to be related to the endorsement of fewer personal and professional concerns of interest as work shop topics. In addition, there was a relationship between women who fit this configuration and lower sense of personal accomplishment. The higher score on masculinity coupled with the lower score on femininity as measured by the PAQ, appears to support the interpretation that a devaluing of the traditional homemaker role tends to be related to a lower sense of personal accomplishment.

Canonical Variate Three: This variate reveals the importance of supervisory climate for a sub-cluster of women (the experience of a lack of supervisory support). Our data suggest that is linked to a sense of depersonalization or feelings of negativity toward their professional career. The configuration of lack of supervisors support, career concerns and negative feelings toward work suggests the importance of social support for these women.

Canonical Variate Four: The fourth variate shows the relationship between lack of endorsement of the female gender role identity, the tendency to endorse more social concerns and a higher sense of depersonalization as measured by items on the Maslach burnout inventory reflecting unfeeling, impersonal or negative attitudes towards their job. Overall, it may be noted that traditional gender role identification was, as represented by several of the canonical variates, negatively related to professional or personal satisfaction.

Overall, results provide only minimal support for the androgony hypotheses of Bem and strong support for the masculine dimension given the high positive loading (.67) for masculine and lesser coefficient (.32) for the feminine dimension as related to personal and professional satisfaction, low levels of stress, level of social concerns, age and years employed. In addition, being younger and nontraditional in sexual orientation

seems to be related to a higher endorsement of social concerns and a greater sense of professional dissatisfaction.

## Conclusions

For female AACD members:

1. Overall psychological health is excellent. They diet; exercise with some frequency; few of them smoke; and few of them report problems with alcohol and drugs. Level of burn-out/stress is minimal.
2. They can be described by several sets of professional-demographic variables, gender role orientation, work environmental support, age, and years of experience and these variables show a relationships to personal and professional satisfaction and needs endorsement.
3. They show a strong interest in a variety of topics relevant to their own professional growth and to their work with clients.
4. Their erotic sexual contact with clients is rare. The minimal contact that does occur does so after therapy, teaching or supervision has ended.
5. Erotic sexual contact appears to be gender related. The results from the comparative analyses of AACD men and AACD women suggests that males are more likely to engage in erotic sexual contact with clients, students and supervisees than are females. Male AACD members are at risk to become the aggressor. Female AACD members are more at risk, in their roles as students, clients or supervisees to be victims.

The overall results suggests that useful data on psychological, behavioral and professional/demographic variables can be obtained by survey methodology and can be of use to the counseling profession. Further, results of the study provide a solid empirical base for the development of a program of continuing education for AACD women.

Table 1

Percentage of counselors engaging in sexual contact

| | Type of relationship | | | | | |
|---|---|---|---|---|---|---|
| | Client | Supervisee | Student | Therapist | Supervisor | Teacher |
| During a Professional Relationship | | | | | | |
| Male | 1.7 | 2.5 | 1.7 | 0.3 | 0.8 | 0.3 |
| Female | 0.7 | 0.2 | 0.0 | 1.3 | 2.1 | 1.8 |
| Not during a Professional Relationship | | | | | | |
| Male | 7.0 | 3.9 | 7.9 | 0.6 | 0.8 | 1.4 |
| Female | 2.8 | 1.3 | 1.0 | 1.3 | 1.6 | 1.0 |
| Total | 12.2 | 7.6 | 10.6 | 3.2 | 5.3 | 4.5 |

Note: These categories are not mutually exclusive (i.e., the same individual may have been involved sexually in each type of interaction both "during" and "not during" a professional relationship).

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Table 2

Chi-square analysis of counselors engaging in sexual contact

During a Professional Relationship

| | Aggressor | Victim | Chi-square (df=1) |
|---|---|---|---|
| Male | 20 | 5 | 24.65, p<.01 |
| Female | 5 | 18 | |

Not during a Professional Relationship

| | Aggressor | Victim | Chi-square (df=1) |
|---|---|---|---|
| Male | 66 | 9 | 10.32, p<.01 |
| Female | 15 | 11 | |

Note 1: Numbers represent the total frequency of respondents who engaged in sexual contact in a given situation.

Note 2: These categories are not mutually exclusive (i.e., the same individual may have been involved sexually in each type of interaction both "during" and "not during" a professional relationship).

Table 3

Correlations between Variables

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | 1.0 | .48** | .36** | .37** | .53** | .04 | .02 | .07 | -.02 | -.07 | -.09 | .02 | .02 | .12* | -.11 | -.19** | .08 | -.14** |
| 2 | | 1.0 | .38** | .37** | .66** | .15** | .09 | -.04 | -.05 | -.05 | -.22** | .05 | .13* | .06 | .02 | -.21** | .18** | -.21** |
| 3 | | | 1.0 | .40** | .41** | .08 | .07 | -.02 | -.01 | -.04 | -.15** | .07 | .07 | .04 | .01 | -.24** | .20** | -.24** |
| 4 | | | | 1.0 | .35** | .13* | .20* | -.07 | .05 | -.05 | -.04 | .02 | .08 | -.04 | .02 | -.11* | .17** | -.05 |
| 5 | | | | | 1.0 | .02 | .03 | .01 | -.01 | -.08 | -.13* | .02 | .11* | .08 | -.01 | -.25** | .11* | -.22** |
| 6 | | | | | | 1.0 | .56* | -.18* | -.21* | -.37** | -.33** | -.15** | .17** | -.07 | -.04 | -.22** | .41** | -.11* |
| 7 | | | | | | | 1.0 | -.21* | -.08 | -.23** | -.11* | -.30** | .06 | -.09 | -.03 | -.19** | .34** | -.08 |
| 8 | | | | | | | | 1.0 | .17** | .28** | .32** | .28** | .05 | .13** | .04 | .02 | -.22** | .01 |
| 9 | | | | | | | | | 1.0 | .41** | .21** | .06 | -.09 | .02 | .13* | .06 | -.44** | .04 |
| 10 | | | | | | | | | | 1.0 | .18** | .01 | -.01 | .17** | .08 | .15** | -.37** | .15** |
| 11 | | | | | | | | | | | 1.0 | .19** | -.01 | -.05 | -.01 | .07 | -.26** | .15** |
| 12 | | | | | | | | | | | | 1.0 | -.03 | .00 | -.01 | -.02 | -.09 | .02 |
| 13 | | | | | | | | | | | | | 1.0 | .08 | .00 | .08 | .08 | .07 |
| 14 | | | | | | | | | | | | | | 1.0 | .18** | .05 | .03 | -.08 |
| 15 | | | | | | | | | | | | | | | 1.0 | .04 | -.07 | -.03 |
| 16 | | | | | | | | | | | | | | | | 1.0 | -.18** | .53** |
| 17 | | | | | | | | | | | | | | | | | 1.0 | -.12* |
| 18 | | | | | | | | | | | | | | | | | | 1.0 |

Note: 1=Social Concerns; 2=Emotional Concerns; 3= Relationship Concerns; 4=Career Concerns; 5=Family Concerns; 6=Maslach - Emotional Exhaustion; 7=Maslach - Depersonalization; 8=Maslach - Personal Accomplishment; 9=Personal Satisfaction; 10= Professional Satisfaction; 11=PAQ - Male; 12=PAQ - Female; 13= Moos -Work Pressure; 14=Moos - Supervisor Support; 15=Moos - Peer Cohesion; 16=Age; 17=Distress; 18=Years Employed

*=$p<.05$, **=$p<.01$





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Table 4

Structure Coefficients for First Variate

First canonical correlation R =.712

Structure Coefficients

| Independent | | Dependent | |
|---|---|---|---|
| Persat | .26 | Social | -.30 |
| Profsat | .67 | Emotions | -.34 |
| PAQM | .62 | Relationships | -.26 |
| PAQF | .32 | Career Related | -.22 |
| Distress | -.68 | Family Concerns | -.32 |
| Age | .44 | MBI-EE | -.83 |
| Years Employed | .25 | MBI-DP | -.65 |
| Work Pressure | -.19 | MBI-PA | .54 |
| Peer Conesion | .06 | | |
| Supervisor Support | .06 | | |

Table 5

Structure Coefficients for Second Variate

Second canonical correlation R =.437

Structure Coefficients

| Independent | | Dependent | |
|---|---|---|---|
| Persat | -.33 | Social | -.45 |
| Profsat | -.24 | Emotions | -.63 |
| PAQM | .14 | Relationships | -.64 |
| PAQF | -.56 | Career Related | -.35 |
| Distress | .04 | Family Concerns | -.52 |
| Age | .52 | MBI-EE | -.03 |
| Years Employed | .45 | MBI-DP | .30 |
| Work Pressure | -.21 | MBI-PA | -.40 |
| Peer Cohesion | -.31 | | |
| Supervisor Support | -.02 | | |

Table 6

Structure Coefficients for Third Variate

Third canonical correlation R =.394

Structure Coefficients

| Independent | | Dependent | |
|---|---|---|---|
| Persat | .21 | Social | -.56 |
| Profsat | .12 | Emotions | .00 |
| PAQM | .35 | Relationships | .19 |
| PAQF | .07 | Career Related | .45 |
| Distress | .32 | Family Concerns | -.06 |
| Age | -.07 | MBI-EE | .20 |
| Years Employed | .08 | MBI-DP | .45 |
| Work Pressure | .31 | MBI-PA | .25 |
| Peer Cohesion | .37 | | |
| Supervisor Support | -.63 | | |

Table 7

Structure Coefficients for Fourth Variate

Third canonical correlation R =.328

Structure Coefficients

| Independent | | Dependent | |
|---|---|---|---|
| Persat | .32 | Social | .42 |
| Profsat | .08 | Emotions | -.03 |
| PAQM | .38 | Relationships | .31 |
| PAQF | -.46 | Career Related | .04 |
| Distress | -.02 | Family Concerns | .31 |
| Age | -.39 | MBI-EE | -.21 |
| Years Employed | -.32 | MBI-DP | .45 |
| Work Pressure | -.30 | MBI-PA | .19 |
| Peer Cohesion | .17 | | |
| Supervisor Support | -.05 | | |

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